MULTIMEDIA UNIVERSITY

STUDENT ID NO

MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 2, 2017/2018

BRI3814 – HUMAN RESOURCE INFORMATION SYSTEM

(All sections / Groups)

8 MARCH 2018
9.00 a.m. - 11.00 a.m.
(2 Hours)

INSTRUCTIONS TO STUDENTS

1. This question paper consists of **ONE (1)** page (excluding header page).
2. Answer **ALL** questions.
3. Marks are shown at the end of each question.

Candidates MUST answer ALL questions.

QUESTION 1

Human Resource Analytics (HR Analytics) can be applied to virtually any aspect of HR activity. Define HR analytics (5 marks) and discuss how it might reduce the following:

a. Workforce cost (5 marks)
b. Enhance employee morale (5 marks)
c. Drive business performance (5 marks)
d. Improve staff retention (5 marks)

(25 marks)

QUESTION 2

Define Human Resource Information Systems (HRIS). HRIS are characteristically developed around four principal areas of HR functionalities. Describe the FOUR (4) principal areas of the HR functionalities. **(25 marks)**

QUESTION 3

Discuss the following statements with relevant supporting examples:

a. "96% of Senior HR Managers believes that artificial intelligence (AI) can benefit HR and talent management functions." July, 2017 **(15 marks)**

b. "Social HR: Organizations finally began to integrate social technologies into recruitment, development and engagement practices." Jan, 2015 **(10 marks)**

(Total 25 marks)

QUESTION 4

HRIS contains highly sensitive data, including employees' social security numbers, payroll information, and even medical information. Information leaks and data breaches of HRIS can be detrimental to individual employees and the organization as a whole. As such, discuss FIVE (5) ways to make sure that information is as safe from both internal and external threats.

(25 marks)

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